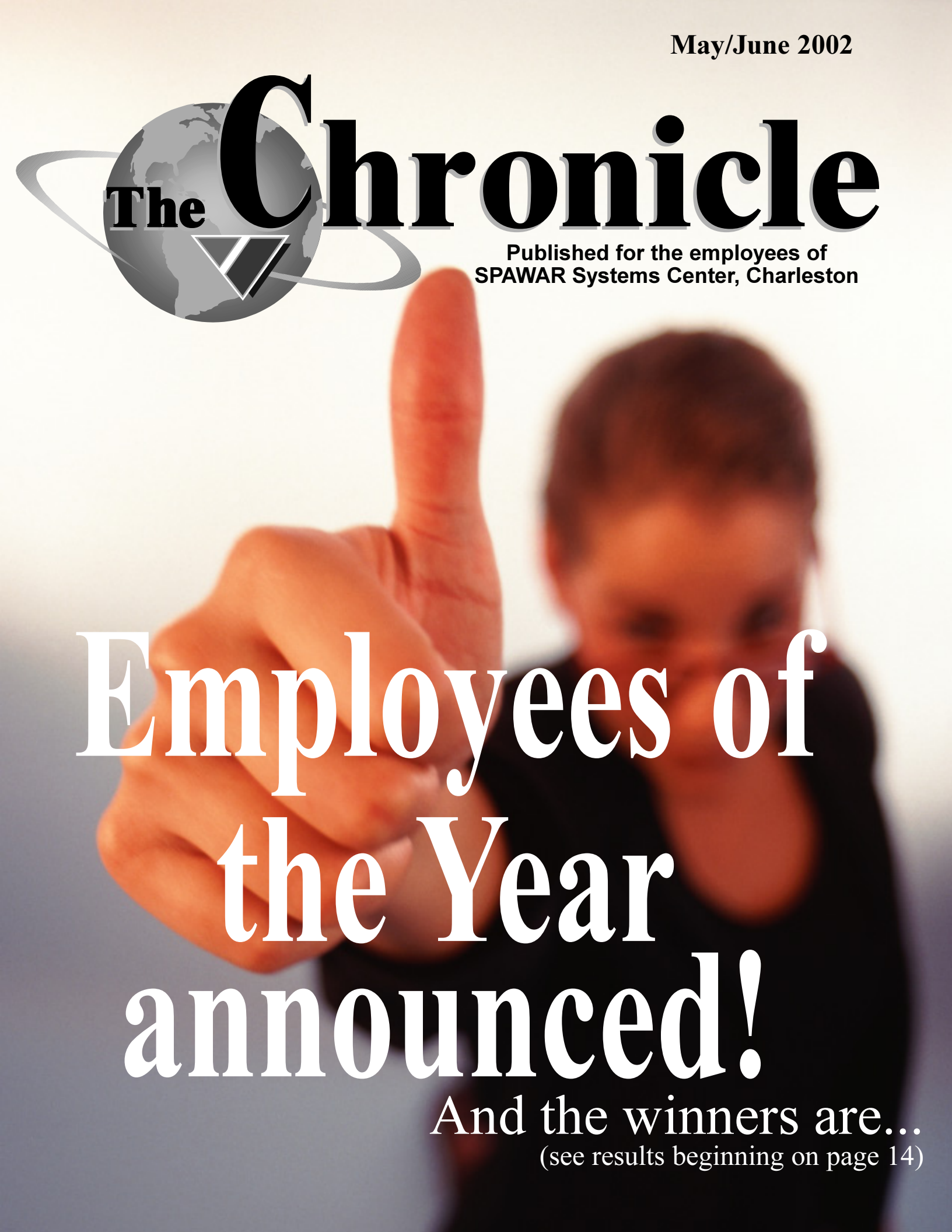
May/June 2002

The Chronicle

Published for the employees of
SPAWAR Systems Center, Charleston



Employees of the Year announced!

And the winners are...

(see results beginning on page 14)

The Chronicle

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SSC Charleston's Mission —
What we do: We enable knowledge superiority to the warfighter through the development, acquisition, and life cycle support of effective, capable and integrated C4ISR, IT, and Space systems.

SSC Charleston's Vision —
Where we want to be in the future: We will become the premier provider of C4ISR, IT, and Space capabilities.

Commanding Officer, Captain Nancy L. Deitch, United States Navy

Editor: Lynda Silvers

Photographer: Harold Senn

The Chronicle **is a quarterly publication designed for SPAWAR Systems Center, Charleston's employees. Its purpose is to inform, educate, entertain, and generate new ideas. An official publication, *The Chronicle* is printed on recyclable paper using appropriated funds in compliance with Navy Publications and Printing regulations. Contents of *The Chronicle* are not necessarily the official views of, or endorsed by, the U.S. Government, the Dept. of Defense, or the U.S. Navy.**

Submissions for publication in *The Chronicle* should be sent to the editor, Code 0A6LS, at the above address, or e-mail to silversl@spawar.navy.mil. *The Chronicle* reserves editorial privileges with all submissions.

The Chronicle **can also be viewed from our web site: www-chas.spawar.navy.mil.**

Captain's Call

By Captain Nancy L. Deitch
SSC Charleston Commanding Officer

I recently received a letter from the Assistant Commander, Navy Personnel Command, Personal Readiness and Community Support (PERS-6), which outlined the 2001 Navy Morale, Welfare, and Recreation Leadership Survey results. Some of these results go directly to the heart of the question — what value SPAWAR and SSC Charleston bring to today's sailor — and I want to share them with you.

The survey indicated that "the most important facilities and services for forward-deployed units were: access to e-mail (98 percent), voluntary education (96 percent), and access to personal computers (95 percent)." We play a critical role in the installation and support of those things that our sailors consider most important. Not only from an operational perspective, but also personally.

At my first meeting with the command's DP-IVs in February 2001, I cited a quote from the Chief of Naval Operations message on assuming the watch. He said, "We are bound by a voluntary covenant to our country and to each other, up and down the chain of command. As part of that covenant, leaders promise respect, clear direction, meaningful work and the tools and training to do that work, recognition for a job well done, and opportunity for personal and professional growth." This issue of *The Chronicle* highlights some of our SSC Charleston employees' accomplishments. Please join me in celebrating their achievements.

I would also like to take this opportunity to recognize a recent, as well as an impending retirement. First, **Bob von Allmen**, the Surveillance and Systems Engineering Department head, retired last month after 41 years of government service. Under his leadership, the department established a strong presence in Tampa in support of the Special Operations Command, completed delivery of the consolidated radio room for the *USS Ronald Reagan*, dedicated the new Air Traffic Control building, and played a critical part in support of the National Science Foundation research in Antarctica. On the not too distant horizon, our executive director **Don Bailey**, will soon retire — more about this in a later column.

After many months of preparation, the triennial command inspection conducted by SPAWAR headquarters is finally completed. The best part was that it provided an opportunity to demonstrate our employees' superb work. It also highlighted the value of the self-assessment process and our exceptional implementation of quality programs such as ISO 9000 and CMMI that benefit our customers. Keep up the good work!

McBeth graduates from the Naval War College

Michael McBeth of the Communication Systems Department (J50E) graduated from the Naval War College on June 14. In residence at Newport, Rhode Island, as a student in the College since August 2001, Michael earned a master of arts degree in National Security and Strategic Studies. He also completed the Senior Professional Military Education component of the Defense Leadership and Management Program.

While at the Naval War College, Michael performed a directed research project studying "*Approaches to Enhance Sensemaking for Intelligence Analysis*," and was selected to participate in the Advanced Research Program for the spring trimester. As one of only six projects approved for the Advanced Research Program this spring, Michael's thesis-level project seeks to address the problem of how to transfer expertise between generations of naval intelligence analysts.

"My research at the Naval War College," Michael said, "has implications beyond naval intelligence, since the entire federal work force is aging and the government faces an impending loss of expertise as the baby boomers start retiring in the next few years." The three-pronged knowledge preservation model Michael developed in his research uses digital video of retiring experts telling stories, learner-built case studies, and traditional mentoring to transfer expertise-related knowledge between people.

Because of his contributions to naval intelligence, Michael is receiving the Naval Intelligence Professionals Association's Kidd award. The Kidd award, which comes with a life membership in the Naval Intelligence Professionals Association, demonstrates the highest level of professionalism in naval intelligence.

Following graduation, Michael returned to SSC Charleston's Yorktown Technical Center at the Naval Weapons Station in Yorktown, Virginia.

Coming soon: Telecommuting and Compressed Work Schedule Project

By Mark Durham

Capt. Deitch recently asked that I assemble a team of nonmanagement employees and develop a Telecommuting and Compressed Work Schedule policy for SSC Charleston. This may be the first time a *bottom-up* approach to policy development has been used. Our goal is to develop a policy that is easily managed and flexible while ensuring our level of customer service remains high. Our hope is that the policy will improve morale, build trust, and increase worker satisfaction, causing our already high level of customer service to rise to new heights!

So what are telecommuting and compressed work schedule? Let's begin with Telecommuting. Telecommuting is simply performing your job from an alternative work site. That site could be your home, a Telecommuting Center near your home where you can temporarily lease office space, computers, telephones, etc., or pretty much anywhere you have access to the tools you need to do your job. Many of us are already familiar with telecommuting, although we may not recognize it as such. If you've ever traveled and taken a laptop computer with you to check e-mail, or carried your cell phone to stay connected to the office, or even used a government calling card to make a business call from the airport or hotel, then you've already telecommuted!

Telecommuting is not just a good idea, it's the law! Section 359 of Public Law No. 106-346, October 23, 2000, reads: "SEC. 359. Each executive agency shall establish a policy under which eligible employees of the agency may participate in telecommuting to the maximum extent possible without diminished employee performance. Not later than six months after the date of the enactment of this Act, the Director of the Office of Personnel Management shall provide that the requirements of this section are applied to 25 percent of the Federal workforce, and to an additional 25 percent of such workforce each year thereafter." More in-depth information on telecommuting can be found at http://www.opm.gov/wrkfam/telecomm/telecomm.htm and at http://www.telework.gov.

How about Compressed Work Schedule? Compressed Work Schedule, or CWS, is simply working all of your regular pay period hours in less than the normal number of workdays. A common example of this is the 5-4-9 system where you work four nine-hour days and one eight-hour day the first week, then work four nine-hour days and have a day off in the second week. The hours worked still total 80. The work schedule compresses 80 hours of work into a nine-day period, allowing the employee to have the tenth day off. Although it has received less press coverage than telecommuting, CWS is a powerful tool for increasing

See 'Telecommuting' on page 25

TC-AIMS II testing is successful

By Suzan Vaughan
TC-AIMS II Project Manager
Computer Services Division (J64/Norfolk)

Left, Maj. Angela Holmes, Tom Buesing, Lt.Cmdr. Jerry Mathis, Dorothy McLeod, and Andrew Smith test the TC-AIMS II systems.

Below, SSC Charleston TC-AIMS II team members Minh Quach, Chris Schaff, and Ellen Renn (not pictured, Ken Edoff).

During the week of May 17-21, the Computer Services Division (J64) hosted the Operational Test Continuing Evaluation – Revalidation Testing of the Transportation Coordinators' Automated Information for Movement System (or TC-AIMS II) for the U.S. Navy.

TC-AIMS II, a Joint Service automated system, provides management tools that support unit movement and cargo operations within the Defense Transportation Network. Dorothy McLeod —with 28 years of experience in the defense transportation area — of NAVTRANS (a SPAWAR sponsor), is the TC-AIMS II Navy program manager. McLeod recently tasked SSC Charleston with fielding the Navy's TC-AIMS II.

As the Navy's fielding agent, SSC Charleston specifies and purchases computer hardware and reconfigures it with TC-AIMS II. Other deployment software programs, such as the Automated Air Load Planning System and the Integrated Computerized Deployment System, are often included. The complete systems are then delivered to the end user at non-self-deploying Navy units.

An Initial Operational Test in Dec. 2001, conducted at the Amphibious Construction Battalion Two in Little Creek, Va., necessitated follow-on testing. Despite the deployment and unavailability of the original test location, hardware, and users, J64 folks filled the void, and the second test continued on schedule.

The Army Test and Evaluation Command (ATEC), responsible for evaluating and reporting the software test results, allowed the Navy's testing at SPAWAR's TC-AIMS II Navy Test Environment lab. Test participants and attendees included: members of the Army Operational Test Command from Ft. Hood; newly appointed test officer Army Major Angela Holmes; Carlos Pena and Andrew Smith, NAVTRANS subject matter experts; Lt.Cmdr. Jerry Mathis, the Navy's TC-AIMS II service functional expert; and **Ellen Renn**, J64's TC-AIMS II system and database administrator.

The TC-AIMS II Navy Revalidation Test was successful, with no major incidents or difficulties. We are confident the ATEC test report will support Navy fielding of TC-AIMS II this fiscal year. The TC-AIMS II project team — project manager **Suzan Vaughan**, **Ellen Renn**, **Kenneth Edoff**, **Minh Quach**, and **Christine Schaff** — is anxious to begin.

Our thanks to NAVTRANS, and the many folks in J64 who pitched in to make this test successful — it was a real team effort!

The TC-AIMS II Joint Program Management Office is located at Ft. Belvoir, Va. The Army Program Executive Office-Enterprise Information Systems (PEO-EIS) is responsible for development of the software under the guidance of program manager Gary Winkler.

Welcome to Tampa!

Some of the members of the Cypress Facility in Tampa, Florida, are (l-r) Bill Ziegler, Harv Berman, Mike Bricker, Dave Pierce, Terry Edwards, Fred Adkins, Jim Bacon, and Lance Snodgrass.

By Bill Ziegler (J32TWZ), Integration Lab Technician Cypress Facility, Tampa, Forida and Marsha Hassell, Congressional and Public Affairs Office

The 40,00-square foot Cypress Facility, a collaborative office and laboratory environment located in Tampa, Fla., has seen tremendous growth since its inception in late 1998. The current 15 government and 199 contractor employees, representing 19 firms, provide C4ISR support.

The facility's location is ideal for its primary customers — Joint Communications Support Element (JCSE), United States Special Operations Command (USSOCOM) and United States Central Command (CENTCOM) — who can easily get onsite to observe products, meet with designers, integrators and trainers.

Within the facility is an integration lab equipped to support specific programs (e.g., the Tactical Local Area Network (TACLAN,) JCSE Network Modifications, USC-60 Super High Frequency (SHF) Extension Package, Tactical Message System (TMS), FCC-100 Tactical Data Multiplexer, and the Multi Band Multi Mission Radio (MBMMR) testing). Four operational SCIFs complete the 12,062 square feet space, making it possible to fully support USSOCOM's needs.

The integration lab, the facility's focal point, is where personnel can provide an end product that satisfies their customers' requirements. This means that the lab has the capabilities to conceptualize the effort, research the materials, propose a design, order components, test equipment, integrate equipment and materials, provide quality assurance, and product delivery. With this comes the added responsibility of documentation and training.

This diverse group of people, with both commercial and military backgrounds, possesses the knowledge, skills and abilities — from information technology, to radio, telecom and logistics — which ensures there is much this group can achieve.

The USSOCOM Deployable LAN (DLAN) project was a major effort of the Cypress Facility Integration Lab staff. As a result of the project's extremely successful completion, an additional follow-on effort resulted in several design and functional improvements to the system — new technology such as Gigabit Ethernet LAN backbone, firewalls, double processor speed, power and memory, as well as minor structural improvements.

The DLAN and TACLAN projects, now in full production, are proven performers and are currently deployed in support of *Operation Enduring Freedom*, as well as other military efforts worldwide.

The Training Lab (approximately 1,100 square feet) is equipped for both classroom and laboratory instruction. The Cypress Facility staff provides training on systems such as the deployable SCAMPI, TMS, Nortel Option 11 PBX, TROPO/Satellite Support Radio (TSSR), digital fundamentals, test equipment, and the Down Sized Deployable Satellite Terminal (DDST) System.

The Cypress Facility, with it's labs, personnel and programs, meets customer needs and is focused on real requirements of the warfighter's current and future needs. It is indeed leveraging the revolutionary advances in information and communication technologies to transform the Navy into a knowledge-superior and network-centric force.

CHIPS celebrates 20th Anniversary

By Sharon Anderson

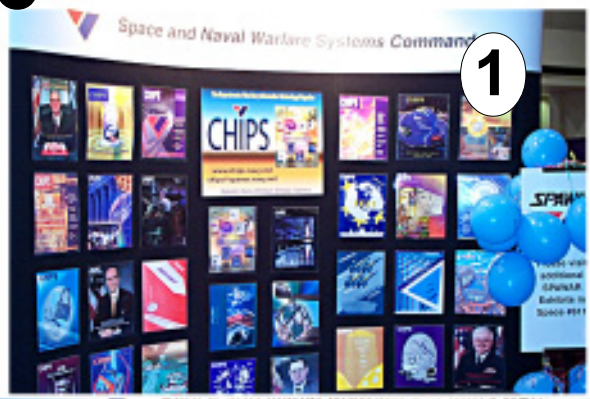
We kicked off *CHIPS* 20th anniversary celebration with a special spring edition, adding an extra 20 pages, featuring remarks from *CHIPS*' sponsors, publisher, authors and past editor — plus bonus articles on the amazing Grace Hopper — *CHIPS*' earliest fan and staunchest supporter.

Celebrating at Connecting Technology Spring 2002 was especially merry thanks to the many friends and fans who offered their congratulations. We were honored by a special visit by the *CHIPS*' sponsors (Rear Adm. Kenneth D. Slaght, commander SPAWAR; Dan Porter, DoN Chief Information Officer (DoN CIO); Dave Wennergren, DoN deputy CIO for Enterprise Integration and Security; and Ron Turner, DoN deputy CIO for Infrastructure, Systems and Technology).

Thanks to **Bob Abernethy**, Technical Specifications and Acquisition Branch head; **Julia Jones**, CT project manager; **Jakki Rightmeyer**, CT registration co-lead; **Roger Copeland**, SPAWAR director of Corporate Communications; and **Nancy Reasor**, *CHIPS*' assistant editor who all contributed to make the *CHIPS* festivities at CT truly memorable. Please join us as we continue the celebration throughout the year.

To spread the news of *CHIPS'* anniversary, we exhibited *CHIPS* in the SPAWAR booth beginning with AFCEA West in January 2002, and continuing with the Software Technology Conference in Salt Lake City, May 2002 and Connecting Technology Spring 2002. Look for *CHIPS* in the SPAWAR booth at TechNet, June 11-13, 2002; and the Naval Warfare Exposition and Symposium, Oct. 2-3, 2002. *CHIPS* will also be at the 2002 Air Force Information Technology Conference and Expo, August 25-29, 2002.

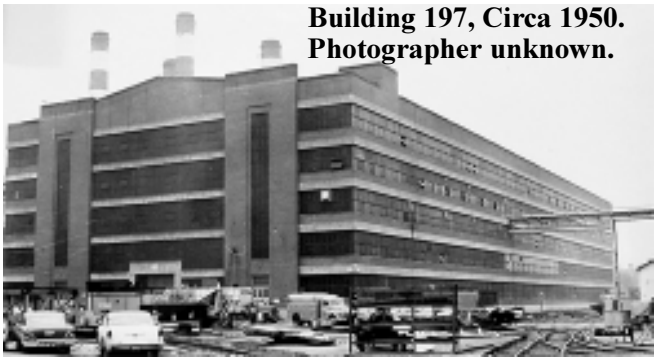
Special thanks to **Tony Virata** and **Jared Judy**, *CHIPS*' webmasters, who are constantly working to make *CHIPS* the best it can be online — visit *CHIPS* online at www.chips.navy.mil.



Photos (from top down):
1 — CHIPS anniversary display at CT Spring 2002.
2 — CHIPS' sponsors (l-r): Dave Wennergren, DON Deputy CIO for Enterprise Integration and Security; Dan Porter, DON CIO; Rear Adm. Kenneth D. Slaght, Commander SPAWAR; Ron Turner, DON Deputy CIO for Infrastructure, Systems and Technology.
3 — Sharon Anderson, Nancy Reasor, and an unidentified conference worker at CT Spring 2002.
4 — Jared Judy.
5 — Sandy Mieczkowski, Julia Jones, and Bob Abernethy.
6 — Tony Virata.
7 — CT Registration Team Leaders: Bill Bunton and Jakki Rightmeyer.

Everything old is new again!

By David Miller



Building 197, Circa 1950. Photographer unknown.

During World War II, the Washington Navy Yard (WNY) was used as an artillery and ammunition producer and storage center for sea-going guns and torpedoes (made in Alexandria, Virginia). After the war, the foundries and storage facilities were closed, leaving empty shells of buildings. WNY was then divided in half — one half was designated for Navy offices (Judge Advocate General, SPAWAR-National Capital Region, naval supply, Navy and Marine museums, historical libraries, other administrative offices, plus the Chief of Naval Operations, and high-ranking Navy officers living quarters). The other half housed the General Services Administration, the Capital Police, Government Printing Office, and White House warehouse and parking facilities.

In the late 1980s, the Navy offices located on the WNY moved from their high rent district to various Navy sites throughout the area; thus, allowing conversion of the WNY to a federal business center. Naval Sea Systems Command was the first to be moved into what once was a steel gun foundry. This meant building renovations and communications networks had to be built. SSC Charleston provided and installed the required classified communications services.

Building 197 today, NAVSEA's new home. Photo by Al Lawrence, Eastern Facility Activity Chesapeake, Washington Navy Yard.

Get the message?

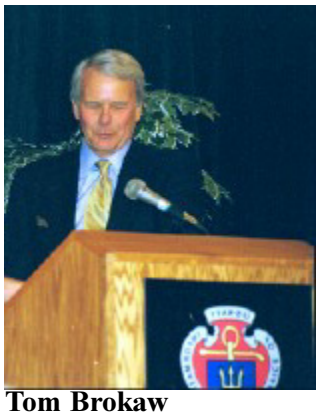
By Marsha Hassell
Congressional and Public Affairs Office

Military and civilian public affairs officers (PAO) from around the world gathered at the Marriott Hotel May 5-8 in Norfolk, Va.

Congressman Ed Schrock, 2nd District of Virginia, opened the meeting and welcomed the public affairs community to the Norfolk area. He spoke enthusiastically about his days as a Navy PAO and his current assignment on the House Armed Services Committee. "I can think of no more important committee during this time in our country's history, than the Armed Services Committee," said Schrock.

Adm. Vern Clark set the tenor of the meeting as he said, "Telling the story straight is key to overcoming message mismatch." "There isn't any organization in the world with over 20 people that work there that doesn't have a message mismatch problem," the CNO said. As he meandered through the audience he reminded us that he is not the story, the Navy is the story and that we should make sure that before we speak, we know exactly what has happened.

During lunch on May 6, NBC News Anchor Tom Brokaw was the keynote speaker. He informed our group about his recent visit to Arab nations, particularly his trip to Baghdad. The information he shared was very insightful and challenged us to look at this issue from still another perspective. Brokaw then made light of the invitation extended to him by Adm. Tom Pietropaoli, Chief of Naval Information. "You probably invited me because of the nice NBC story about the *USS Enterprise*…or some other story you have in mind…"



Tom Brokaw

Photo by PH3 Gina DeJesus

On Tuesday, May 7, The Honorable Gordon R. England, Secretary of the Navy, addressed our group. "Getting the message right…getting the message out…is of critical importance…we must give our internal audience and the American people good information…" He further discussed the complex and dynamic environment of Washington, D.C., where the issues and the people keep changing. He advised our group to stay ahead of the power curve and to keep our bosses and internal audience informed. "You need to push the information to your customers every day," the Secretary of the Navy said.

CNN's Jamie McIntyre educated and entertained as he described the mood and changes in the Pentagon since Sept. 11, 2001. "The way in which I do my job has changed since 9/11… but we all have been changed by that event," said McIntyre.

Panel discussions and workshops included such topics as the national security process, operational commanding officers expectations of military and civilian public affairs officers, legal issues and public affairs, environmental and encroachment issues, aligning the message, knowledge management, and information operations.

Rear Adm. Stephen Pietrpaoli, Chief of Information and this year's event organizer delivered a strong message for the public affairs community about our roles and responsibilities.

The ECS Groom Team — our silent warriors!

When the 'groom' team leaves a sub, the Sailors can rest assured they're good to go!

By Lynda Silvers
Chronicle Editor

A little-known *wonder* team exists within SSC Charleston. On the road as much as 70 percent of their time, the External Communications System (ECS) Groom Team quietly slips in and out of submarines making sure the communication equipment works, and the sailors know how to operate everything in the radio room. "To us, success is when all of the communication equipment remains operational while a sub is deployed — no CASREPs," said **David Bednarzyck**, head of the Submarine Communications Branch (J532).

The ECS Groom Team provides assurance of communication systems readiness in support of Battle Group and Special Fleet Operations on all Los Angeles Class submarines. As SSC Charleston performed installation work on the submarines, it was discovered that much of the equipment was either in disrepair or did not meet current specifications. This made it quite difficult for the crew to operate confidently. "Everything touches (is associated with) everything," David said. "It's so confined and so compact." At that time, getting technically trained sailors to repair the equipment was a problem; and, consequently, they were having a lot of casualty reports (CASREPS). Here's where SSC Charleston came to the rescue.

In late 1995, SSC Charleston suggested that a team of experts board the subs prior to each deployment and check everything — from the antennas to the fire control systems, and whatever they discovered that needed to be repaired or replaced, the team would fix everything — *groom* the boat, if you will — before the sub got underway. Hence, the creation of the ECS Groom Team.

The team performed only two grooms that first year, but since then — as word of their reputable work made the rounds of the Fleet's type commanders (TYCOMS), their work has grown from grooming the Atlantic-based subs to also include the Pacific Battle Groups and Special Operations-deploying subs. Now, the team performs roughly 18 grooms each year, based on the deployed status of the boats, with each groom requiring anywhere from 7 to 10 days. "We work 12 to 14 hours a day, through weekends and holidays," David said. "It's a very robust schedule — leaving little time for a personal life."

Because of the limited space on subs, only four people comprise an ECS Team — a government employee who actually interfaces with the scheduler, who is a hands-on person, fully capable of repairing any of the equipment; and three in-service engineering agent (ISEA) experts (or those who have system operational verification testing (SOVT)-type expertise). Current members of the J532 Branch are engineer **Joe Manzi**; technical specialists **Clint Huber, Bob Tabor,** and **David Freeman;** and support contractors **Jerry Seison** (EMA) and **Doug Smith** (TDS). "All of these people have either completed factory training, or military training, or have cross-trained with each other on all of the equipment in the *people tank*," David Bednarzyck said.

When the ECS Groom Team arrives on site, they perform a visual inspection of the communication equipment; assess equipment performance; and make necessary equipment alignments, adjustments and repairs to ensure complete operability. As they go about their work, the team members continually document their findings and note what they must do to ensure

operability. When they *groom*, they inspect everything, right down to light indicators and proper labeling on patch panels. They also perform on-air operational checks and provide on-site training on both new and existing systems — a real value to the operators. The team leaves no leaf unturned, and has no agenda other than to ensure complete readiness for the sub's forces.

"While on board a sub, everyone does his own thing, and then it all comes together and interfaces at the end," David said. The *silent warriors* troubleshoot, fix problem areas, and document actions. Each one is so efficient and so thorough that the individual efforts seem to magically gel into an unmitigated, 30-plus page report that provides tons of information about the boat's operational and functional system assessment — everything the sailors need to complete their mission with full confidence that their communications equipment is "good to go."

"We don't have many CASREPs anymore while a sub is deployed," David said, "but if there is a need, and we can't help them correct the situation by e-mail, message traffic, or phone calls, we will go to wherever the boat is to fix the problem." Funded strictly by the TYCOMS, the Groom Team is always connected, and always on call. Their pagers, telephones, and e-mail are on 24-hours a day. David says he's heard comments like "if we don't fund anything else, we will fund the Groom Team." From the fleet's perspective, the Groom Team has a great reputation for getting the job done.

Yes, they go to exotic places all around the world, but there's not much time for sightseeing. The majority of their time is spent either working onboard the sub, or in a hotel room composing the day's report on their laptops — gabbing a bite to eat as they work well into the night, and then a few hours of shut-eye before it starts all over again the next day.

On Sept. 11, 2001, a day we'll never forget, the Groom Team was in Hawaii. They were about to groom a sub in Pearl Harbor when they heard about the tragic events happening on the East Coast. As a result, the team was asked to visit several boats in port that day and to ready their communications systems in case of a possible sortie requirement. The team stayed in Hawaii and provided *grooming* for subs deployed in the Pacific area, getting them fully operational for whatever lay ahead. "That was a long day," David said, "but this group is always willing to help the Fleet wherever and whenever we can."

"USS Columbus appreciates the thorough inspection by David Freeman, Bob Tabor, Jerry Seison, and Doug Smith of its communications equipment. The Groom Team's willingness to work with ships force, provided invaluable training on troubleshooting and repair to the above equipment. Their hard work showed SPAWAR's total commitment on ensuring the Fleet's equipment is maintained with the highest standards."

—USS Columbus

Above (l-r), David Freeman, Bob Tabor, and Doug Smith carefully inspect the communications equipment in the confined space on a submarine.

Unmanned Remote Water Craft protects our ports, harbors, and shores

The RWC snares drug traffickers and would-be terrorist attackers

By Lynda Silvers
Chronicle Editor

What began as a method to detect drug dealers before they enter our ports, has turned into a major operation for national security. About three years ago, **Will Chiaiese**, who is the business integrator for the Surveillance and Systems Engineering Department (J30), began working with the Office of Naval Research (ONR) on the development and testing of a remote watercraft (RWC) that would stop drug traffickers in speed boats. After the *USS Cole* was attacked in October 2000 while it was temporarily docked in Yemen, Navy officials asked SSC Charleston if the RWC could be designed as a protection unit for our ships. Were our SPAWARriors up to the challenge? You bet they were! "We're not there yet," Will said, "but it can be done. This is an evolutionary process, and we're still in the infancy stage."

Totally funded by ONR, the RWC now has a broader mission. A Jet Ski in disguise, the RWC is a personal watercraft configured as a remotely controlled unmanned surface vehicle — with a global positioning system (GPS), 360-degree camera capability, flashing blue lights, spot lights, sensors, communications, and nonlethal weapons. Today, the RWC must be personally guided, but collision detection systems are being explored. "I've been talking with the folks at the University of California at Berkeley about autonomous direction," Will said. "Everything is *plug-and-play*, and there are a lot of things we can do to it." Just as a computer requires different software to perform different functions, the RWC operates on that same plug-and-play concept to respond to a variety of tasks, depending on the required mission.

The RWC can be controlled as far away as the eye can see, thus alerting our people of possible danger. Using a joystick, a remote operator *tells* the RWC where to go and what to do. If the RWC's sensors detect something *different* in its surrounding environment, the operator is alerted and acts accordingly. Work is also underway to develop various taped voice scenarios such as when the RWC approaches a suspicious boat, a recording announces "You are entering restricted waters, please leave," in several different languages. If the warning is not heeded, the RWC can circle the craft and drop a special netting device designed to stop the boat's engines. Once the boat is stopped, the GPS provides an exact location to whomever is on patrol in that particular area. The RWC can *see* what's going on with its 360-degree cameras and send that information to the controller. This allows our forces to see what they are about to encounter. "We chose to attack the mechanics, not the person," Will said. He explained that sometimes people just wander into areas they don't realize are restricted, and graciously leave when asked to. "We certainly don't want to hurt innocent people," Will said.

The RWC was designed to provide naval forces with an organic, nonlethal, force protection and harbor security capability against the small boat threat. The system was successfully tested in a port security mode at Kings Bay, Georgia, in fiscal year 01. In early fiscal year 02, the system's capability to nonlethally stop high-speed small craft in an open water environment was tested in Key West, Fla. While this test proved the RWC's capability to stop small boats at speeds up to 40 knots, it demonstrated that the RWC is too small and too light to operate effectively in rough seas. So are larger RWCs that can operate in the open seas in our future? You bet! A commercially available personal watercraft, which appears capable of meeting the operational requirements, has already been identified, and work is underway to build and test a larger prototype.

Not just for deterring drug traffickers or would-be terrorists, other opportunities are on the horizon for the RWC as well. For one, Will is talking with the National Oceanic and Atmospheric Administration (NOAA) about the possibility of monitoring ecological environments and the migration of birds. "We can remove the nonlethal weapons, the sensors can be taken off and another pack can be put on for another operation," Will said. With new and more sophisticated technology emerging everyday, unmanned vehicles will very likely play an increasing role in our nation's security.

SPAWARriors working on the development of the unmanned remote watercraft pose with the prototype in front of the main engineering center. Kneeling left to right are Wayne Freymuth, Tim Mulcare, Mark Brown, Tom Daly, Bob vonAllmen, and Steve Cavadias. Standing on the left are: Gary Musil, Will Gex, Phil Roberts, and Ace McCreight. Standing on the right of the craft are: Will Chiaiese, Robert Rish, and Joanna Rish. Other team members who were on travel at the time are: Ismael Cabezas, Fred Busch, and Allen Crumpler.

SPAWAR deploys to the Balkans

By: Jim Condon, Senior Manager, European/Central Area (J50D) and Maria Whittington, Management Assistant

Yugoslavia

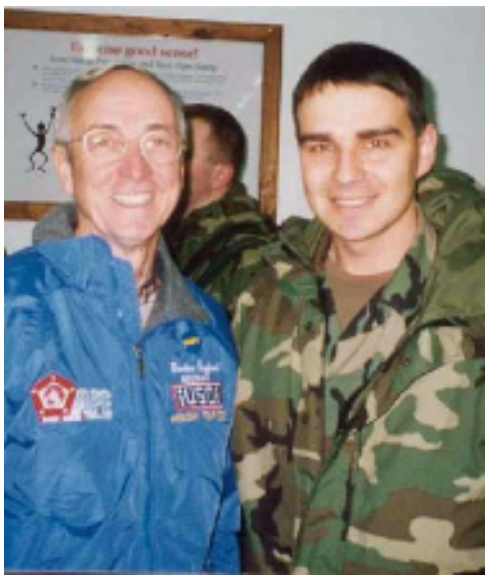
Yugoslavia took shape in the late 19th and early 20th centuries as the Ottoman Turkish Empire gradually lost control of its Balkan territories. At the end of World War II, the monarchy was abolished and Communist Party leader Tito proclaimed the country the Federal People's Republic of Yugoslavia, with himself as prime minister. Tito died in 1980, and the fragility of the federation he ruled quickly became apparent. The country's three ethnic groups (Serbs, Croats, and Muslims) quickly fell into conflict.

Bosnia-Herzegovina

Bosnia-Herzegovina declared its independence from Yugoslavia in 1991 and the country was ravaged by civil war until 1995 when the Dayton Peace Accords were signed. Compliance with the accord is assured by the NATO-led Stabilization Force (SFOR), which began arriving in the area at the end of 1995 and has maintained the peace ever since.

Kosovo

In 1987, Slobodan Milosevic rose to power in Yugoslavia, fanning the flames of Serbian nationalism while Albanian civil rights continued to erode. In 1992, Kosovo's Albanian majority voted to secede from Yugoslavia. A guerrilla war broke out in Kosovo as Milosevic's forces massacred thousands of Bosnian Muslims and started the process of "ethnic cleansing" by expelling Muslims and other non-Serbs from areas under Bosnian Serb control. In 1998, Serb forces attacked central Kosovo and the U.N. Security Council called for an immediate cease-fire and political dialogue. NATO also authorized air strikes against Serb military targets and they began in March 1999. In June, Yugoslavia signed an agreement and began the process of withdrawing its security forces from Kosovo. Soon after, NATO announced that it had suspended the bombing campaign, and the U.N. Security Council formally ratified the negotiated peace proposal. Compliance with the agreement is assured by the NATO-led Kosovo Force (KFOR), which began arriving in the area at the end of 1999 to establish and maintain a secure environment in Kosovo, including public safety and order.



Rick Widelski (right) with the Honorable Gordon R. England, Secretary of the Navy.

Operation Joint Forge and Operation Joint Guardian

The United States European Command (EUCOM) provides personnel, units, and equipment in support of NATO-led operations in Bosnia and Kosovo. The operation in Bosnia is called Operation Joint Forge and the U.S. Forces are organized as Task Force Eagle located at Eagle Base, Tuzla, Bosnia. The operation in Kosovo is called Operation Joint Guardian and the U.S. Forces are organized as Task Force Falcon located at Camp Bondsteel, Kosovo. No timeline for the operations has been established. The two missions will be assessed periodically and the force commitment will be adjusted as needed.

SSC Charleston European/Central Area

In 2001, SPAWAR Europe was tasked by the U.S. Army Europe (the Army Component Command for EUCOM) to provide C4ISR support to Task Force Eagle and Task Force Falcon. The support involves a six-month deployment by SSC Charleston personnel to Bosnia or Kosovo. **Rick Widelski** (Code 52), **Kevin Walsh** (56), and **Steve Clarke** (Code 51) were selected, based on their training and expertise, to support this challenging mission. Steve Clarke replaced Rick Widelski after his six-month tour was completed. Rick and Kevin held, and Steve holds, the title of Director of Information Management. This is a GS-13 level position and will eventually be held by an Army civilian.

The initial task that Rick and Kevin faced was forming a new organization to provide telecom-

Steve Clarke poses in front of the welcome sign at Tuzla Eagle Base in Bosnia.

"This was an excellent opportunity for SPAWAR to demonstrate our dedication to meet challenges in supporting customer requirements in an untraditional work environment."

— Steve Clark

munications and automation support to their respective Task Forces. Task Force Eagle's geographic responsibility includes military base camps in Bosnia, Hungary, and Croatia. Task Force Falcon covers Kosovo and Macedonia.

The tasking involves managing the overall Information Technology (IT) and Telecommunications Program for the sustaining base and tactical systems of the Task Forces. This incorporates a diverse set of tasks including C4ISR planning, telecommunications/IT management, contracting, logistics, configuration management, and information security.

As Rick arrived in October 2001, the challenges slowly began. According to Rick, the Task Force had identified numerous C4ISR deficiencies and corrective action needed to be undertaken and implemented. This meant very close interaction with the Task Force counterparts. Rick stated, "This was extremely difficult and politically challenging. By April 2002, nearly all of the deficiencies had been corrected! I believe we laid down a pretty good blue print for the follow-on counterparts, especially given what we started with."

In March 2002, Steve Clarke took over as the Director of Information Management from Rick. Urgent issues upon Steve's arrival were the closure of Comanche Base and the Transfer of Authority (TOA). Steve stated, "The TOA was a taxing experience with both outgoing and incoming personnel." This undertaking was completed on April 5, 2002, and included the changeover of all Task Force personnel and managers. With a new team in place, Steve coordinated the communications support to complete the relocation of Comanche Aviation to new facilities located on Eagle Base. This included new construction, security, and a physical transition. The project was completed on April 15, 2002 with all soldiers being relocated. Steve is also helping manage the transition of numerous positions from uniformed military personnel to civilians and local nationals.

The work environment is probably as challenging as any within SPAWAR. Rick, Kevin, and Steve stay in temporary wooden buildings as lodging, eat every meal in a contracted military dining facility, work up to 40 hours a week overtime, and cannot leave the confines of the base camp without being part of an armed military convoy. Rick, Kevin, and Steve have gone far beyond the call of duty and have excelled in a clearly hostile area of the world. They managed to make the best of their situation, and demonstrated the professionalism and quality support that SPAWAR has provided to all of its customers in Europe and around the world. These individuals have not only supplied their expertise, but have also shown their dedication to making the support of the U.S. Forces in the Balkans a success.

Since Task Force Eagle's formation in 1995, various military units have honorably led the Stabilizing Forces rotations: U.S. Army units from the 10th Mountain Division; the 49th Armored Division of the Texas Army National Guard; the 3rd Infantry Division from Fort Stewart, Georgia; the 29th Infantry Division; a National Guard unit from Danville, Va.; and currently the 25th Infantry Division from Schofield Barracks, Hawaii.

OUTSDANDING

TEAM of the Year!

1ST

First place in the 'Team' category for the entire greater Charleston area.

9/11 Response Team members: kneeling (l-r), Ralph Hudson, Lt.Cmdr. Dan Emerson, and Ken Ballard; center (l-r), Charlie Hart, Bill Richardson, Patrick Kleeman, Wayde Walker, Sharlonda Tullock, Raziuddin Khan, Don VonBehren, and David Monahan; back row (l-r), Ken Huffingham, Rick Pass, and James Jones.

9/11 Team takes 'top' honors in the Charleston area's Federal Team Award

They call themselves the '9/11 Response Team' because within hours of the terrorist attacks of Sept. 11, 2001, when the majority of SSC Charleston employees had been sent home, these dedicated people were recalled to provide critical command, control and communications systems expertise to the Pentagon and our fleet units.

Leaving their families and homes in a most uncertain time, the team accomplished two major feats. First, they accelerated completion and deployment of the Joint Mobile Ashore Support Terminal (JMAST) by three months, delivering the final product to the fleet prior to midnight on Sept. 12. The team then restored essential command and control equipment to the Pentagon following destruction of the upgraded Navy Command Center, which SSC Charleston had just completed during the preceding month.

Not scheduled for delivery to the fleet until Nov. 30, 2001, the JMAST system was in its final stages of production. Responding to the call from the fleet, and demonstrating intense commitment and technical aptitude, the Response Team returned to their jobs on Sept. 11 — in heightened threat conditions — and worked throughout the night to conduct as much testing and integration as possible, readying the systems for packing, producing required documentation, arranging for transportation and delivering the final product to the fleet prior to midnight on Sept. 12. Select team members deployed with the prototype system and remained on site for ten weeks, providing dedicated maintenance and training for fleet operators.

Meanwhile, engineers who had performed the design and installation of the command, control and communications systems located within the Pentagon were called in to assess the situation in the Navy Command Center and the OPNAV Telecommunications Center, both located within the impact area of the terrorist strike earlier that morning. The team's mission was to determine what essential capabilities were required in the immediate timeframe and to create near-term and long-term plans for reconstituting the command, control and communications of our armed forces. With a strategy in place, the rest of the team began the tedious process of identifying assets from all potential sources with the DoD to regain whatever communications they could.

The actions of the 9/11 Response Team directly affected the capabilities of our fleet units and the Pentagon in the command and control of our armed forces. JMAST would provide portable command, control, communications and situational awareness capabilities to our warfighters in a joint environment, having the effect of multiplying the offensive power of our forces through selective targeting of enemy strongholds. Minimizing the risk incurred by our armed forces through the receipt of tactical imagery and intelligence designed to gain an enhanced awareness of the locations and capabilities of their opponent, JMAST would also provide the ability to communicate between U.S. forces and across joint operational lines in a secure mode. In similar tasking, the engineers working on communications at the Pentagon were engaged in recovery operations to extend vital communications systems at alternate sites and to restore to full mission capability the command, control and communications of our armed forces from the center of our nation's defensive structure.

Because of their responsiveness to orders for the JMAST deployment and the Pentagon reconstitution and connectivity, the 9/ll Response Team directly and positively affected the capabilities of our military men and women in the command, control and communications of troops and equipment in the defense of our homeland. Their efforts were given without concern for personal safety or sacrifice and reflected the honor and commitment of SSC Charleston in support of our nation's defense.

The 9/11 Response Team members include:

Team leaders **Rick Pass** (J614RP) and **Charlie Hart** (J613CH), **Ken Ballard** (J635KB), **Lt.Cmdr. Dan Emerson** (J61C-DE), **ET1 Ricardo James** (J614RJ), **Raziuddin Khan** (J614RK), **Bill McQuaid** (J612WM), **Linda Snowden-Peninger** (J616LS), **Don VonBehren** (J52N-DV), **Jim Criddle** (J541JC), **Ken Huffingham** (J612KH), **James Jones** (J614JJ), **Patrick Kleeman** (J612PK), **David Monahan** (J61C-DM), **Bill Richardson** (J635WR), **Wayde Walker** (J332WW), **Sharon Dement** (J612SD), **Ralph Hudson** (J614RH), **Ken Kassel** (J613KK), **Nancye Kutch** (J0AE-NK), **ETC(SW) Larry Moore** (J60/614LM), **Sharlonda Tullock** (J612St), and **Wanda Yantek** (J09A11-WY).

Congratulations to every person on the 9/11 Response Team who earned this top honor, not only are you the outstanding team at SSC Charleston, but the entire greater Charleston area! Your dedication to what you do to maintain national security is awesome! Thank you for a job well done! Keep up the good work!

(Thanks to James Ward, head of the Command and Control Systems Department (J60), for taking the time to publicly recognize the efforts of this amazing team.)

OUTSDANDING

Supervisor of the Year!

1ST

First place in the 'Supervisor' category for the entire greater Charleston area.

Scott Henson triumphs as 'Outstanding Supervisor' in the entire greater Charleston area!

Not only is **Scott Henson** SSC Charleston's outstanding supervisor for the year, he also has the distinct honor of being named Federal Employee of the Year and outstanding supervisor for the entire greater Charleston area.

Scott is the first-line supervisor for a diverse group of engineers, technicians, and administrative personnel in the Ultra High Frequency Satellite Communications Branch (J541). His branch designs, develops, integrates, tests, installs, and maintains complex communication systems for the U.S. Navy and other federal government customers. As a result of Scott's leadership, his branch has been assigned new work that required his branch to expand from 14 to 37 employees. This tremendous growth reflects the success Scott has had in developing and building his workforce.

In 2001, Scott's branch was selected to work on several new programs. One of the new programs was the Joint Tactical Radio System, a joint initiative to design and build software programmable radios for all the military services and federal agencies. Scott took the lead in segmenting his branch into functional teams to support this new program. Each team assigned a leader to coordinate and provide the daily leadership. This allowed individuals to concentrate their efforts into specialized fields. The teams brought together personnel where lessons learned could be exchanged and workloads adjusted. The result was more effective program execution and an increase in the proficiency of the personnel, as well as contributing to Scott's outstanding retention of crucial talent. The effort necessary to manage the daily functions of individuals was reduced, thus saving time and money. Scott's great worth to the command is reflected in his consistently outstanding performance ratings.

Scott's leadership style is based on ethical standards and integrity, both of which are passed on to those who work with him. He instills trust and ensures the work environment allows his teams to keep focused on the priorities of performance. He relies heavily on mentoring to assure his personnel know the right thing to do. He teaches teamwork, empowerment, and the satisfaction of work well done. His mentoring skills have resulted in many of his employees being selected to lead other branches or technical teams, or gain assignments as program manager for large, high visibility programs. Scott's positive impact is felt daily through his ability to lead teams and train leaders, and because his work and reputation have produced millions of dollars in increased revenues. His branch is recognized as a training ground for future leaders, while producing annual revenues in excess of $30 million.

Scott continually refines his leadership skills by attending management and supervisory training seminars, and works to make such training available for others. He also keeps abreast of new technologies through continuous training for new products and processes that improve satellite communications. Scott is an active member of the Defense acquisition community, where he keeps current on the issues and objectives of the acquisition reform policies.

(Thanks to Charlie Adams, head of the Satellite systems Division (J54) for taking the time to publicly recognize Scott for his significant contributions to SSC Charleston.)

OUTSDANDING

Scientific/Professional Employee of the Year!

First runner-up in this category for the entire greater Charleston area

Ken Crawley named

Outstanding Scientific/ Professional Employee

Congratulations to **Ken Crawley**, who not only is SSC Charleston's outstanding scientific and professional employee, but also earned the distinct honor of being the first runner-up in this category for the entire greater Charleston area. Ken is a highly innovative and motivated engineer in the Expeditionary Communications Branch (J536), who possesses a unique talent for solving complex communications problems. As a senior project engineer in J536, he is responsible for the life cycle engineering for several Navy radio communications programs. As the lead communications design engineer for the Tactical Communications Division, Ken led the design team in executing an extremely challenging communications project for the National Science Foundation (NSF).

The NSF needed a communications link between a remote weather station, located on Odell Glacier, and the weather forecasters and air traffic controllers at McMurdo Station in Antarctica. The communications link was to provide pilots flying between New Zealand and Antarctica with up-to-the-minute weather data. Such data is necessary in helping the pilots decide whether or not to fly past the *point of no return*, beyond which they would have insufficient fuel to safely return to their point of origin. Weather conditions can change within minutes in the Antarctic. Without timely and accurate weather information, pilots would have to choose between flight cancellations and the risk of flight disaster. For these reasons, the successful installation of the communications link was vital for continued scientific exploration.

Ken designed a system which could be entirely solar powered and very reliable. The project's budget constraints required engineering decisions to be made that resulted in a less-than-optimal design. The design was further complicated by the requirement for compatibility with the existing radio system in use. Lastly, the system was to be installed atop Mt. Brooke, a 9,000-foot mountain some 125 miles from McMurdo Station and ten miles from Odell Glacier.

Upon being airlifted by helicopter to the top of Mt. Brooke, Mr. Crawley and his team of technicians endured harsh environmental conditions with winds in excess of 35 knots, average ambient temperatures of –25°F, and wind chill factors averaging –94°F. Water bottles froze solid during the first hour on site. The conditions were difficult not only for the people, but the tools as well. Drilling holes in the rocks and in the soil was extremely difficult because the hardness of the rocks caused such wear that the carbide drill bits would only last long enough to bore tow holes. Despite these obstacles, the system was successfully installed and continues to perform as designed.

While in Antarctica, Ken communicated with students at three elementary schools via email, providing answers to questions concerning living and working conditions along with interesting narratives and digital pictures. The students were studying Antarctica at the time, so Ken's communications helped make the lessons *come alive* for them. Ken later visited the classes, providing a slide show and hands-on *show-and-tell* with pictures, rocks, melted glacier ice, and plenty of stories.

Recently, Ken was tasked to modify an older radio communications system by designing a system to provide accurate timing information from Global Positioning System satellites. Using innovative techniques, Ken, in three months (instead of the customary 12 months), designed, built and tested a successful prototype that is now being mass-produced for installation throughout the U.S. Navy. This modification eliminates the need for a sailor to manually update the system timing information. Because of efforts like this, Ken is a recognized leader in communications design engineering.

Congratulations, Ken, on achieving this top honor, not only at SSC Charleston, but the entire greater Charleston area! Your dedication and commitment to excellence truly make a difference, both on the job and in the community! Keep up the good work!

(Thanks to Charlie Adams, head of the Satellite Systems Division (J54), for taking the time to publicly recognize Ken for his outstanding accomplishments.)

OUTSDANDING

Manager/Executive of the Year!

Francis Allston

named Outstanding Manager/ Executive

Congratulations to **Francis Allston**, who earned the distinction of being SSC Charleston's outstanding manager and executive. As chief engineer in the Communication Systems Department (J50), with an operating budget of approximately $500 million, Francis is directly responsible for setting the technical vision for the department's nearly 500 people, .

Francis spearheaded the establishment of the command's technical network and controls the operation of the department's 95,000 sq.ft. of laboratory space housing an equipment inventory valued in excess of $45 million. Linking SSC Charleston's laboratory facilities with other DoD laboratories, industry and operational fleet units, the technical network allows for distributed testing of new systems in an integrated environment to ensure compatibility prior to installation. Francis also serves as the acting command chief engineer when needed. His leadership, professionalism and experience made him the obvious selection to fill this critical executive level position.

In recognition of Francis' superb managerial skills, he was selected to lead the command's Integrated Product Team (IPT) on Homeland Security. Established as a result of the terrorist attacks, the IPT is charged with the oversight of the command's numerous initiatives in the area of critical infrastructure protection, port security, integrated command and control, and information assurance. Francis is also the command's primary interface with other DoD, federal, state and local agencies with an interest in Homeland Security.

Francis' personal dedication, consistent search for improvements, innovative approaches to problems and trust of his fellow employees has led to the following accomplishments: Charleston's selection as DoD's test environment for the Joint Tactical Radio System, a major acquisition program that will revolutionize radio communications across all the services; initiation of a major modification to the satellite communications facility that, when completed, will link all laboratories on the SSC Charleston campus (over 25 buildings and spaces) to the technical network; Charleston's selection as the production facility for the Navy's consolidated submarine radio room, a major advancement in integrated product technology; consolidation of Charleston's laboratory capabilities, allowing for more efficient use of highly specialized equipment and circuits during testing; and the development of procedures for testing and evaluating the compatibility of joint communications systems.

(Thanks to Capt. Ron Crowell, head of the Communication systems Department (J50), for taking the time to publicly recognize Francis' significant contributions to SSC Charleston.)

OUTSTANDING

Technical Assistant of the Year!

Michelle Rehr-Matash named Outstanding Technical Assistant!

Congratulations to **Michelle Rehr-Matash**, SSC Charleston's outstanding assistant! She is a gifted paralegal in SSC Charleston's Office of Counsel (J0C) where she provides support to four attorneys in the areas of Federal Acquisition Law, Civilian Personnel Law, and administrative processes. She performs legal research, reviews contract actions, and prepares legal correspondence — including briefs, motions, and pleadings.

As J0C's office manager, she is the public face of a busy office where she is called upon to interact with senior leaders, supervisors, staff assistants, opposing counsel, and judges. Through her attention to detail, Michelle ensures the attorneys meet their deadlines and that all pleadings are properly filed and served in a timely manner. She is also J0C's librarian, maintaining subscriptions and licenses for both the traditional and electronic legal libraries.

Michelle's management initiatives include revamping the office to add a number of time-and-energy-saving efficiencies. As a proficient paralegal, she is responsible for allowing the attorneys to focus on advocacy and not on the logistics of the litigation. She has made great improvement in the maintenance and archiving of legal office case files, enabling the attorneys to quickly store and retrieve voluminous litigation files. Additionally, her correspondence tracking log enables the office to meet clients' needs in a professional and timely manner.

Michelle recently completed the paralegal certificate program at Trident Technical College as a Dean's List student. In furtherance of her federal professional development, she attended the U.S. Department of Agriculture Graduate School course "Types of Contracts," and the Contracting Officer Representative training program at SSC Charleston. She is also continuously improving her computer skills by attendance at various Microsoft training classes.

In addition to being a committed environmentalist, Michelle is dedicated to instilling a love of animals in the youth of our community. She is a member in good standing of American Legion Post 126, the Sierra Club, the Charleston Bird Club, and serves as vice president of the Coastal Carolina Herpetocultural Society. In the last year, Michelle volunteered approximately 900 hours, including weekends and vacation time, in developing and implementing educational initiatives focusing on reptile care and husbandry in the Tri-County area. Her family of animals includes dogs, cats, goats, a pig, snakes, iguanas, unusual lizards, and birds, most of whom are rescued. She is in great demand to show these animals to school children and teach the students about the different species — at places like Turtle Day, Snake Appreciation Day, and Love a Lizard Day at the Old Santee Canal Park; Cypress Gardens Turtle Day; events hosted by the South Carolina Aquarium — Spoletto, Cancer Survival, and AquaFest; the reptile exhibit at the Flower and Garden Society show at Gaillard Auditorium; Earth Day at Hampton Park; Youth Service Charleston's Youth Summit at The Citadel; and Camp Happy Days.

Michelle is very involved in elementary and middle school education programs as well. She recently spoke to 175 sixth graders at Springfield elementary and attended a two-day event at Drayton Hall Middle School for approximately 650 students. Michelle is particularly devoted to the rescue and rehabilitation of birds, small mammals, livestock, and reptiles. She also supports SSC Charleston's school partnership with the Lunch Buddy Program at Hanahan Middle School where she mentors a foreign student.

Congratulations, Michelle! Your enthusiasm and dedication are truly making a difference in the office and in the community! Keep up the good work!

(Thanks to Gail Silverman, Legal Counsel (J0C), for taking the time to publicly recognize Michelle's significant accomplishments.)

OUTSTANDING

Administrative Employee of the Year!

Carole Venning

named Outstanding Clerical and Administrative Employee

Congratulations to Carole Venning, SSC Charleston's outstanding clerical and administrative employee for 2002! She is the sole administrative support for SSC Charleston's Congressional and Public Affairs Office (J0PA). The office's diverse nature makes Carole's job particularly challenging, demanding a person who is responsive to the command's customers — the public, politicians, Navy and headquarters personnel. Carole is particularly adept in this area, always going beyond the normal expectations, and utilizing excellent customer service skills. She assumes all tasks with a positive attitude and works well beyond the call of duty, often remaining after work to ensure a task is completed, especially when handling congressional responses. Carole also readily volunteers her assistance to fellow coworkers when she sees a need, working well with individuals or in a group. She demonstrates professionalism and consistently performs in an exemplary manner.

Carole is often the first contact with SSC Charleston that a person has, and many have commented positively regarding her demeanor and can-do attitude. She has become a valuable information resource, and is referred to as the "go-to" person. As a result of her efforts as SSC Charleston's Loaned Executive to the Trident United Way, many in the community now receive much needed services. Possessing qualities that epitomize the Loaned Executive, Carole was featured in a brochure to recruit future Loaned Executives for the Combined Federal Campaign.

Many of Carole's attributes go unnoticed because she takes care of the details, and everything runs smoothly. She maintains a working relationship with public affairs teams at various agencies, the Chamber of Commerce, and local television and newspaper personnel; coordinates with the Command Events (J0A7) staff to ensure flawless VIP tours; and manages several command-sponsored volunteer programs. Carole is the liaison responsible for matching the command's many volunteers with community outreach events. She also coordinates the annual volunteer appreciation event which acknowledges the command's many volunteers.

When Carole assumed her current position, she immediately recognized the need for organization and structure. She created better filing systems, structured command-level visits and tours, composed and developed a repertoire of standard correspondence and public affairs announcements, and compiled an invaluable list of key public officials and news outlets. Her changes resulted in a tremendous saving of time, provided greater efficiency, and a quality product for the command.

Congratulations, Carole! Keep up the good work!

(Thanks to Marsha Hassell, Public Affairs Officer (J0AP), for taking the time to publicly recognize Carole's significant contributions to SSC Charleston.)

Telecommuting *(continued from page 3)*

morale and worker satisfaction, once again leading to increased excellence in customer service!

Does CWS lead to dark Fridays? CWS, if not properly managed, can indeed appear to be problematic. For example, if everyone is allowed the same day off, then the command could wind up with a *dark Friday*, where little or no business can be done. This, however, is not a problem with CWS itself, but with the implementation of CWS. Our team's CWS mandate is that there can be no dark Friday, that projects must maintain normal business coverage, and we believe this can be achieved through proper implementation of a carefully planned policy.

So where are we now? We are currently developing knowledge about the command's needs (workforce and management) regarding telecommuting and CWS to begin actual policy development. The team has developed a survey to help us gather information on the needs of workers and managers as well as the perceived benefits and detriments of telecommuting and compressed work schedule. Union representatives are currently reviewing the survey. When their review is complete, the final survey will be posted to CorpWeb on the TCWS Web page. Members of the TCWS team will also be interviewing randomly selected individuals to gain a deeper understanding of the command's needs. The policy we develop will be based on our interview and survey results, DoD policy, OPM guidance, and Public Law.

On April 23, SSC Charleston held a reception to honor and to thank all of the employees who volunteer their time and talents to help others.

VOLUNTEERS

Thanks to **ALL** of our wonderful SPAWARriors who care enough to volunteer their precious time to help with projects like:

The Lunch Buddy Program — Volunteers spend 45 minutes a month at the student's school to share lunch, fun, and friendship;

Tutor A Student — Volunteers give 45 minutes a week tutoring a student in a subject or area of need;

Career Fairs — An opportunity to speak in the classroom to share information about the volunteers' field of work and the skills and education required to perform the job;

Science Fair Judging — Volunteers judge the school's science projects determiningh which will go on to compete at the district level;

Essay Contest Judging — Volunteers judge student's writing samples geared to a specific topic;

Job Shadow Day — Volunteers provide students with an up-close look at what a "real job" is like and how the skills they learn in school are put to use in the workplace;

Student Recognition and Achievement Assembly — Volunteers speak at one of the nine-week assemblies that recognize student achievements and academic excellence; and

The Mentoring Program — Volunteers spend approximately three hours a month (during the school year) providing on-the-job training for seventh and eighth grade students at Gregg Middle School, Garrett Academy, or Wando High School.

Other programs that benefit from SPAWARrior volunteers include **Career Day** at Stratford and Bishop England High schools, **Junior Achievement**, **Adopt-A-School**, **Math Counts**, **SAT Study**, and **Speech Quest**.

If you're interested in becoming a volunteer, contact the Congressional and Public Affairs Office.

Below are students and volunteers who participated in Job Shadow Day at the Engineering Support Facility (J621) in Charleston.

Students complete 2002 mentoring program

Leslie Gray with First Place winner, Christine Kramer.

Each year SSC Charleston partners with Gregg Middle School to provide a school-to-work mentoring environment during the entire school year — a win-win situation for both students and the volunteer mentors.

The mentoring program got off to a very late start this year because of the Sept. 11, 2001, attack on America. It was Jan. 30, 2002, before the students were allowed to come on base. That first day, the 7th and 8th grade students learned what they would be doing while at SPAWAR and who they would be partnered with. They were also treated to a brief tour of the facilities. The students were tasked with creating a PowerPoint presentation to describe the primary functions of SPAWAR and provide a description of the work environment and their experiences with their mentors.

During their second visit on Feb. 13, the students met with their individual mentors. Most got a whirldwind tour and explanations of the work involved in a particular area of SSC Charleston. They were sent home with an assignment that day — think about what you want to say in your PowerPoint presentation. They only had a two-hour timeframe on March 13 to develop their presentations — an awesome task for even the most experienced worker.

Jessica Sheets

On April 10, each student verbally delivered their presentations to the mentors, the other students, and a panel of judges. These young people were amazing! They were so professional, and their presentations were awesome. Both their oral skills and the creativity they displayed were outstanding. The judges graded the students in five categories — professionalism, technical design, information value, originality, and presentation.

First, second and third place overall winners were **Christine Kramer**, **Jessica Sheets**, and **Ashlee Baker**, respectively. Other winners were: **Chantelle Sauls**, presentation; **Keely Crosby** and **Kyle Wylie**, professionalism; **Brittany Geddis** and **Chava Gilliard**, originality; **Jarryd Ashby**, information value; and **Haston Yarborough**, technical design. Our congratulations to you all! You did a fantastic job!

Ashlee Baker

Our thanks to **Marquis Sailor**, **Leslie Gray**, and **Cynthia Alvarez** for organizing the program, and to the mentors (**Amanda Patterson**, **Lynda Silvers**, **Michael Lindamood**, **Hazel Grant**, **Janet Smyth**, **Marsha Hassell**, **Carole Venning**, **Linda Doss**, and **Marilene Guardia-Baker**) for volunteering to mentor these students. It was a great experience for the students, as well as their mentors.

The students and their mentors enjoyed a great farewell lunch (courtesy of Marquis Sailor) at Applebee's restaurant for their final meeting.

1 ~ Ashlee Baker presents a certificate of appreciation to SSC Charleston (accepted by Marquis Sailor) from Gregg Middle School.

2 ~ Jessica Sheets, bus driver Rhonda Haskins, Haston Yarborough, and Kyle Wylie.

3 ~ Chava Gilliard, Chantelle Sauls, Christine Kramer, and Brittany Geddis.

4 ~ Mentor Amanda Patterson (J752AP), Jared Ashby, and mentor Marquis Sailor (J511).

5 ~ Mentor Lynda Silvers (J0A6), Keely Crosby, Ashlee Baker, and mentor Linda Doss (J511LD).

6 ~ Mentors Leslie Gray (J511LG) and Cynthia Alvarez (J511CA).

The VFA-203 Blue Dolphins of Naval Air Station Atlanta, Georgia, performed a truly amazing flyover with a single jet leaving the formation and soaring upward towards heaven.

This collage, now etched in stone, was created by Marv Beegle of Ft. Lauderdale, Fla., which shows the picture of Lt. Ware that was kept in a frame on the quarterdeck, and a Navy Cross.

Following the June 8 dedication ceremony, some of the Ware family posed in front of the memorial. Pictured from left are: Zena Thomas (Jane's sister who works for DARPA), Under Secretary of the Navy Susan Livingstone, Irma Cantrell, Jane Davis, Marie Ware McDonald (Jane's mom), Willard and Margaret Ware.

Battle of Midway pilot remembered

Sixty years after his death, a June 8 ceremony honored Lt. Charles R. Ware who died in the Battle of Midway, June 4, 1942. The occasion was a dedication ceremony for the Charles R. Ware Memorial at Veterans Memorial Park in Athens, Tenn.

Charles Ware was an uncle of SSC Charleston's **Jane Davis** who works in our Washington, D.C., office. Jane said, "My uncle was a Navy bomber pilot lost during the Battle of Midway. He was posthumously awarded the Navy Cross and honored with a Navy ship named after him, the *USS Charles R. Ware* (DD 865). My family is proud of our Navy hero."

Under Secretary of the Navy Susan Morrisey Livingstone addressed the gathering of Ware family members, local and state dignitaries, friends, and more than 200 former crewmembers of the *USS Ware* with an inspiring speech — *Freedom is not Free*, recognizing the courage and sacrifices of our service men and women. Jane described the ceremony as an awesome and humbling event. "Never in our wildest dreams could we have imagined the honor bestowed on my family," Jane said. The Ware Memorial is dedicated in honor of Athens-area native and World War II hero Lt. Charles R. Ware and his namesake, the *USS Charles R. Ware* destroyer. Former officers and crewmen of the *USS Ware* donated the memorial.

During the Battle of Midway in June 1942, Ware sacrificed his life to defeat a Japanese fleet. For his gallantry, Ware was posthumously awarded the Navy Cross. In his honor, the Gearing-class destroyer, the *USS Charles R. Ware*, was launched from Staten Island, N.Y., on April 12, 1945. For the next 29 years, the *Ware* served the U.S. Navy well, including in the waters off Vietnam in 1967. In 1974, the *Ware* was honorably decommissioned and after lying for several years in a yard, was taken to sea for the last time and sunk by gunfire in the Atlantic ocean, 400 miles northeast of Puerto Rico.

VanHeirseele dies

It is with extreme sadness that we tell you of the death of **Kenneth L. Van Heirseele**. Ken passed away at his home April 30. He was only 58.

Ken retired from SSC Charleston March 3, 2000, after nearly 38 years of service. Except for four years in the U.S. Air Force, Ken was a part of this organization his entire career.

Our deepest sympathy to Ken's wife Kathryn of Charleston, his two daughters, Kelly Wright of Orlando, Fla., and Julie Van Heirseele of San Francisco, Calif.; his three brothers, James of Waukegan, Ill., Wayne of Wheeling, Ill., and Donald of Libertyville, Ill.; and his sister, Barbara Johnson of Orlando, Fla.

Ken will be deeply missed by family, friends, and coworkers.

Photo at left of Ken and his wife Kathryn was taken by Ricky Gaylard (J724) at Ken's retirement luncheon in March 2000.

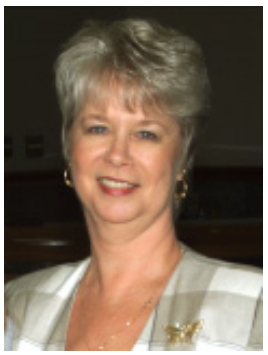
Ernest Grimball passes away

Some of you may remember Ernest Wilkinson Grimball, Jr. from the Charleston Naval Shipyard days. Ernie worked at the Shipyard from 1940 until his retirement in Sept. 1979. At the time of his retirement, Ernie was supervisor of the Optical Shop in the Module Maintenance Facility (now the Engineering Support Facility (J621) within SSC Charleston).

Ernie passed away on the morning of May 24 from stroke complications. He was a member of St. John's Episcopal Church and an Army veteran of World War II. He served in the European Theatre and participated in the Second Wave in the Battle of the Bulge. An avid sailor, Ernie was instrumental in the rebirth of the Sailing Class, Sea Island One Design.

Ernie is survived by his wife of 53 years, Margaret Jacques Grimball; a daughter, Anne Grimball Minshew and her husband Grey of Johns Island; a son, Ernest W. Grimball, III, and his wife Kathleen of James Island; five grandchildren, four great-grandchildren; and a step-sister, Ruth Palmer Lyons of Mt. Pleasant. Ernie was predeceased by a daughter, Susan Grimball Hirsh.

Editor's Corner



Dear Readers,

In the last issue of *The Chronicle*, we asked our retirees to let us know whether or not they wanted to continue receiving *The Chronicle* by mail. The response was awesome! If you're a retiree, and you're reading this, you're still in our database. Thank you for your interest and for all the kind words. I thoroughly enjoyed the telephone calls, the e-mails, and the notes you sent with your completed forms.

Retirees-to-be — If you're planning to retire, notify me by e-mail **PRIOR** to your retirement date if you want to receive *The Chronicle* at home after you retire. We no longer automatically add retirees to *The Chronicle's* database.

After this issue, *The Chronicle* will become a quarterly publication. The July/August/September issue should hit the streets in mid-September. The deadline for submitting articles is Aug. 23.

See you in the news!
Lynda Silvers


SPAWAR
Systems Center
Charleston